GrummanWorld

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Navy Signs Contract For 10 A-6E Intruders

On June 30, the Navy signed a $185 million contract with Grumman to buy 10 new A-6E Intruder aircraft.

The new contract marks the Navy's decision to produce additional A-6E's instead of a new A-6F aircraft, and extends the A-6E program for another two years.

Grumman had been under contract with the Navy to build 19 A-6E's using funds approved in fiscal years 1986 and 1987. However, that work is scheduled to be completed by the end of 1989.

Delivery of the 10 new A-6E's will begin in December 1990 and end in September 1991. These Intruders will be added to the significant number of A-6E's already in service with the Navy and Marines.

Subassemblies and detail parts for the planes will be produced in Bethpage, Long Island. Final assembly and testing will take place at Grumman's Calverton, Long Island, facility.

The additional 10 all-weather attack A-6E aircraft will be exactly like those now being delivered, except for the wings. The new planes will fly with composite wings made by Boeing rather than the original metal wings.

The agreement ends almost a year of deliberation in the Pentagon and Congress about spending any more money for new A-6s. Last December, Congress approved $720 million for A-6 aircraft as part of the fiscal 1988 budget.

A-6 Update. *Grummanites in Aircraft System's Building 7 in Calverton, Long Island, install electronic systems into an A-6F prototype. Many of the systems originally destined for the A-6F may be used for a "G" version of the A-6 — a lower-cost digital upgrade of the A-6E. (Photo by Jerry Costello)*

However, the DoD and the Senate held back the funds until they decided whether the money should be used to upgrade the A-6E's or build the A-6F. The money for the new contract to build the 10 additional A-6E's comes from the $720 million.

"The next hurdle is to convince Congress and the DoD to approve funds for development of a new 'G' version of the A-6," says Dan Collins, A-6 program vice president. "If those efforts are successful, we hope to get funding for the remanufacture of the G's into the budget for fiscal year 1990."

When Congress opposed the Navy's decision to terminate the A-6E and produce an A-6F, the Navy offered a new A-6G version of the plane — a lower cost upgrade of the A-6E.

Although A-6G funding was not included in the fiscal 1989 budget, Grumman hopes to learn within the next few weeks whether the Department of Defense included the A-6G in its budget recommendations for fiscal year 1990.

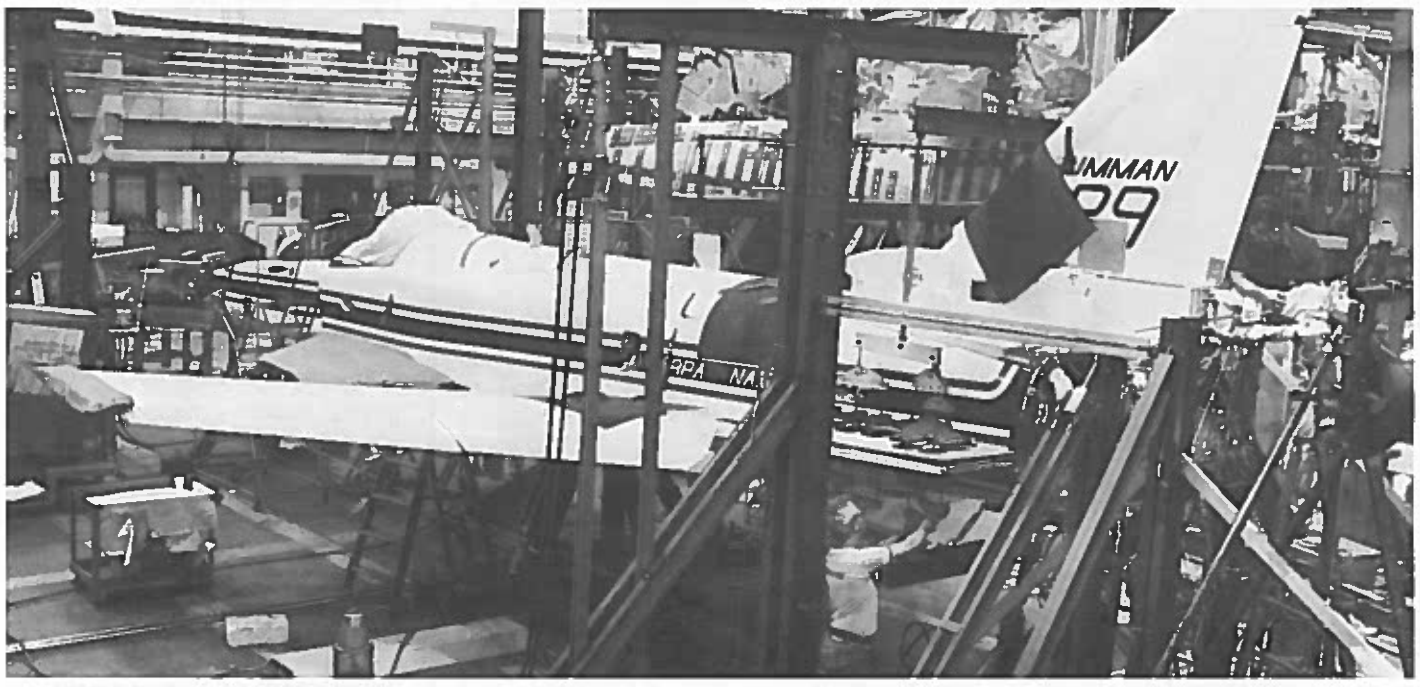
"If all goes the way we would like, the remaining fiscal year '88 funding would be used to develop an improved aero-structural development aircraft and continue development of the digital system which is planned for the A-6G." says Collins.

"If the A-6G is funded for 1990, Navy plans call for the remanufacture of 167 A-6E aircraft. That would take us right through the turn of the century."

The G's would have new radar, night attack capability with improved missile defense and communication systems and a digital cockpit — all similar to the original A-6F.

The main difference between the A-6F and the A-6G would be the engines. The A-6F incorporated new G.E. engines, which required expensive structural changes to the aircraft. To keep the cost of the "G" version down, it would fly with an upgraded version of the Pratt & Whitney engines now used on the A-6E's.

"The Navy has already invested over $500 million in the development of the A-6F," says Collins. "Because of the recent defense budget cutbacks, development of the A-6G would make the best use of money already invested."■



Number 2 Gets Ready. *Work progresses on the second X-29 Technology Demonstrator as Fred Gregory (L) hooks up the flight instrumentation wiring while Tony Ayo installs the spin chute release mechanism. The plane is being modified for a high angle of attack flight program. (Photo by Harry Prodromides)*

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Credit Union To Open New Building On July 25

On July 25, the Bethpage Federal Credit Union will cut the ribbon on its new facility.

The new building is on South Oyster Bay Road in Bethpage. Four times larger than the original facility, it will allow the Credit Union to offer its members a variety of expanded services.

"The new building enables us to catch up on space we needed long ago, and gives us additional space for future growth," says Peter Seitz, president of the Credit Union. "Now we'll have the proper blend of staff and equipment to service our members the way we would like."

New services will include financial planning and safe deposit boxes. Existing mortgage and loan services will be improved.

"The loan department will be located on the second floor of the building," says Seitz. "We want the members to have privacy when conducting their financial business.

Many of the new services will be automated including a new audio response system. By using a touch-tone phone and a personal identification number assigned by the Credit Union, members will be able to conduct much of their banking over the phone.

With this new system, members will be able to get balances on their accounts, transfer money, withdraw funds, ask to have a check sent home, or make an inquiry about checks that clear their account.

Three Safe machines will be installed outside the new building. "Over 1,100 people use the Safe at the Credit Union on weekends alone," says Seitz. "That's 25 an hour, which accounts for the long lines on Saturday and Sunday."

Two of the Safe machines will be drive-throughs; the third will be a walk-up located inside the front entrance of the building.

With the additional space, the Credit Union has set up a new department to handle proof and transit items. The Proof department will perform services for which the Credit Union used to pay another bank to perform. These services include checks for deposit on a daily basis and payment of Credit Union official checks and member's checks.

With over 400,000 drafts written by members every month, the change will save the Credit Union almost $80,000 a year.

"By adding people and equipment," says Seitz, "we now can eliminate the middleman and deal directly with the Federal Reserve."

To speed the time it takes for members to get a SafeCard, the Credit Union has purchased equipment to emboss and encode SafeCards in-house. The cards will now be available within two days after they are requested.

New Credit Union hours will be Monday, Tuesday, and Wednesday, 7:30 a.m. - 5 p.m and on Thursday and Friday, 7:30 a.m. - 5:30 p.m.

For more information about Credit Union services, call Member Services at (516) 575-6561 ■

The Date Is Set. *The Bethpage Federal Credit Union will cut the ribbon on its new building July 25. The facility will offer many expanded services to its members. (Photo by Bob Settles)*

Recycling Program Off To A Healthy Start

Grumman's recycling program collected 29,800 pounds of paper in its first five weeks of operation. That's 200 pounds short of 15 tons.

"Rather than it costing the company to dispose of the paper," says Bart Cassidy, the program's coordinator, "Grumman is paid for the paper."

Grumman couldn't have started the program at a better time. Under the new Solid Waste Act, which was approved by Governor Mario Cuomo, all communities in New York must begin a recycling program by 1992 — industry included.

"Grumman is ahead of the game," says Cassidy. "We're intending to spread the program to each of our major facilities, initially throughout Long Island and ultimately across the country."

But the program is not without its snags. "Although the numbers are impressive, we'd like to see participation pick up a little," says Cassidy.

To help remind Grummanites to save their paper and be aware of materials that might contaminate a load, such as staples, labels, and paper clips, recycling coordinators have been assigned in each department at Grumman.

"We're hoping more people will participate if they are reminded every once in a while," says Cassidy. "Often the green folders are buried on someone's desk and forgotten until they reappear."

Another little glitch is that Grummanites are leaving the folders in places other than atop wastebaskets. "Placing the folders on the wastebaskets helps to avoid any misunderstanding as to what paper is to be picked up." says Cassidy. "The system will work if everyone cooperates.

"We want to make it as convenient as possible for everyone to participate," says Cassidy. "If, for example, there is a department that consistently produces a lot of paper, a special bin can be provided."

Grumman's recycling program has been running so smoothly that other companies have inquired about the operation.

"Norden Systems in Farmingdale has asked us to guide them in starting their own program," says Cassidy. "And the Town of Brookhaven wants our advice on how to get industry in their town involved."■

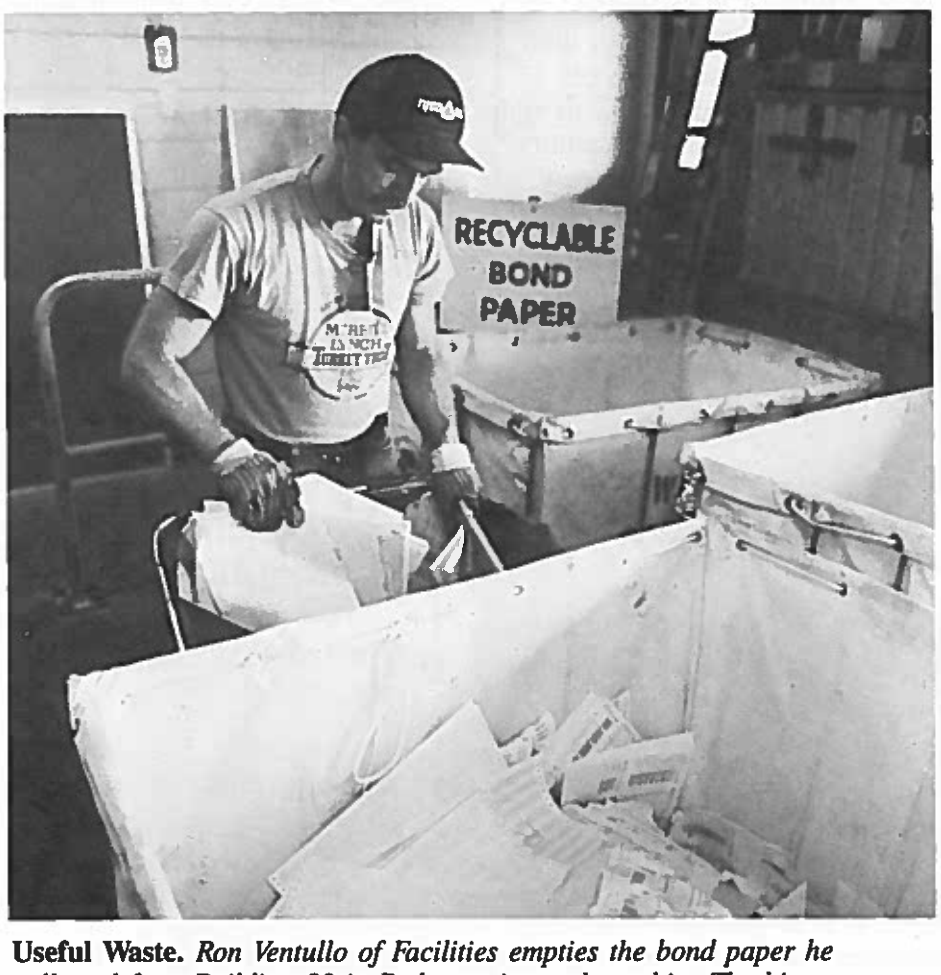
Recycling Tips

What's recyclable? All bond paper, office stationery, copier paper, note paper, personal computer paper, and calculator tape. However, *no classified material can be placed in the green folders.*

Don't forget that paper clips, staples and rubber bands have to be removed before placing the paper in the folder.

Remember, there are types of paper that can't be recycled in this program. These include: colored paper, newspapers, magazines, cardboard, coated paper, report covers, carbon paper, envelopes, green computer printout paper, and paper fasteners.

For more information about the recycling program, contact the recycling coordinator in your department or Bart Cassidy at (516) 346-3071.



Useful Waste. *Ron Ventullo of Facilities empties the bond paper he collected from Building 30 in Bethpage into a large bin. The bins are picked up daily by a recycling company. (Photo by Rich Breunig)*

Your United Way Agencies Say 'Thanks, Grumman'

If you gave to the United Way last year, you helped 18-year-old Erin turn her life around. Last week Erin came to Grumman to say thanks.

"I was 12 when I started using drugs," says Erin. "My entire existence revolved around getting money to support my habit. I hurt my family terribly. They told me I couldn't live in their house anymore until I got my act together. I knew they were right — so I turned to Apple."

The Apple agency in Hauppauge is a drug and alchohol rehabilitation center that receives United Way funds. Erin has been a resident there for almost a year now. In that time she has gotten her driver's license and a high school diploma. In September, she will attend Katherine Gibbs, a business and secretarial school. "If you asked me six years ago what I thought my future would be like, I would have told you I didn't have a future," says Erin. "Apple, the United Way, and people like those at Grumman have given me another chance."

Erin and several other representatives from Long Island agencies funded by the United Way visited Grumman to thank employees for their donations.

Last year, Grummanites on Long Island gave more than $850,000 to the United Way. Over 140 agencies and hospitals in the area received a portion of that money. The American Red Cross, Family Services of Nassau County, The American Cancer Society, and Apple, Inc. were among the visitors.

Family Services cares for the elderly in many ways — from filling out their medical forms to home visits and transportation.

"Elderly care is one of the most needed services on Long Island," says Deborah Weiner, a case manager for Family Services. "Even if we're not using the service now to help care for our parents, we may need the service ourselves someday. When Grummanites donate to the United Way, it's like an insurance policy."

Grumman Vice President Steve Dely is this year's United Way campaign chairman. "When the United Way contacted me to ask if it would be okay for some agencies to come to Grumman just to say thanks for all the help we've given them, I thought it was great," says Dely.

"I knew Grummanites would like getting to know some of the agencies that receive their donations and learning how many different people they help," says Dely. "Giving to the United Way really means pitching in to make a better Long Island community. And Grumman has always been dedicated to that."

For more information about the agencies that benefit from Grumman donations, contact Grumman's United Way campaign coodinators for 1988—Floyd Cisco, (516) 575-1856 or Angie Conklin, (516) 575-2969. ■

Thanks For Giving. *Representatives from United Way-funded agencies recently visited Grumman to thank employees for their donations. (Photo by Bob Settles)*

They've Got Your Number

On your next Grumman business trip, make sure you use Grumman's corporate ID #133167 to obtain a government rate at participating Holiday Inn locations. In addition, coupons for 10 percent off dinner, free continental breakfast and free room upgrades, when available, are part of Holiday Inn's special amenities package offered to government contractors through September 30, 1988. This offer is available at more than 700 Holiday Inns.

The amenity coupons are valid only at participating Holiday Inns, and the meal discount does not include tax, tip or alcoholic beverages. The coupons must be used in conjunction with official Grumman business travel and can only be used with Grumman room reservations.

To obtain your discount coupons and federal government contractor ID stickers, send a note to Josephine Brune, Mail Stop AO5-117.

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Norine Lyons
Director - Corporate Publications
575-3720

Kathleen Housley
Editor — 575-3293

Associate Editors
Bob Sample — *575-5118*
Susan Vassallo — *575-8999*
John Vosilla — *575-5119*

Bernadette Gately
Editorial Assistant — 575-4334

Next Issue: August 5

Systems Check. *Kieran Hurson, an engineer in Building 7's Flight Test Center at Grumman's Calverton facility, analyzes the accuracy of the navigation and display systems aboard the F-14D during a test flight. The data transmitted from the aircraft is received in real time by the Automated Telemetry System. It is then processed and displayed on a terminal for analysis.*

F-14 Tomcat To Fly On Cable TV

The F-14 Tomcat will be the star of an hour-long cable television program to be aired next week.

The program is The Discovery Channel's "Great Planes" series, which spotlights five decades of American military aircraft. The F-14 segment will be aired twice: Tuesday, July 26, from 11 p.m. to midnight, and Friday, July 29, from 7 to 8 p.m., both Eastern Time.

Each documentary program includes footage from inside aircraft cockpits as well as on the tarmac. It also includes interviews with crews and strategists. The plane's capabilities and constraints are explored, with emphasis on the planning, personnel, and actual assembly of the craft.

Previous episodes have focused on the General Dynamics F-111, the Boeing B-29 Superfortress, and the North American XB-70.

Aircraft Systems And Data Systems Go To Work

A group of Grumman managers spent the morning of July 7 studying the complicated way the company estimates work costs.

Meanwhile, in Grumman Headquarters, another group scrutinized its division's hiring process. A third zeroed in on procurement problems.

Later in the day, back in Building 5, still another team analyzed the way work statements are prepared.

Each of the four groups has the same beef about the system it aims to improve: *It takes too long.* These four groups — from the Aircraft Systems and Data Systems Divisions — also shared the distinction of being the first of many Grumman Total Quality Process (TQP) action teams to meet for a round of problem-solving.

Moving and shaking: that's what the Total Quality Process (TQP) has started to do at Grumman in the past few weeks. The Total Quality Process is a company-wide quality improvement effort in which all Grummanites in every division eventually will participate.

"We're trying to streamline Grumman's work processes," says Ed Hantz, director—Total Quality Process for Grumman Corporation, "TQP will make it easier for people to do their jobs, improve the quality of our products and services, and enhance our competitiveness."

Grumman is starting at the very top: Grumman President John O'Brien, along with the vice chairmen and division presidents, recently received basic TQP training. They are now applying TQP to important issues affecting their business areas.

The work statement is the first step in making a new aircraft or changing an existing one. The Navy explains to Grumman what it wants; the Aircraft Systems Division assigns an analyst to write a description of the task. Aircraft Systems Division President Pete Oram chairs the action team working to improve those documents.

"We chose this problem because it has a significant affect on our customer and on our shareholders," says Oram. "The statement of work affects the quality of our estimates. It also affects the people who work here: it is the basis for budgets."

'Nobody should expect magic from the Total Quality Process — there's no magic in it.'

At the July 7 meeting, action team members determined that about half of Grumman's statements of work miss their deadlines. The team also learned that while the number of engineering change proposals to current aircraft has gone down over the years, typical jobs have become more complex and expensive.

In the next few weeks, team members will study issues such as: is the company's procedure for writing statements of work adequate? How can the complexity of a job be measured? Are schedules reasonable?

"Nobody should expect magic from the Total Quality Process — there's no magic in it," says Oram. "It is a commonsense approach with ground rules on how to identify a problem. One thing is clear: you can't leap to conclusions."

Oram had known about the delays with work statements before the action team was formed. But he wasn't aware of all the ramifications. "Our ODI facilitator describes the problem-solving process as 'peeling the onion'," he says. "I'm sure once we solve this, five more parts of the problem will come up."

Oram says TQP puts the quality issue before everyone in the organization, not just manufacturing people. And since managers will participate, they'll all have a clear understanding of what they're asking their own people to do.

"Everyone is a player in the Total Quality Process," says Oram. "Everyone in the organization can affect the organization. Nobody will be left out."

"We are attempting to shorten the time it takes from the identification of the need for a personnel requisition to leave our division and get to Corporate Services," says Tom McKessey, Data Systems senior vice president—Information Services and Operations. "[Data Systems President] Bob Myers has given us a definite target: he wants it reduced to five days.

"The length of time it takes to fill a position is a significant business issue," he says. "It affects our ability to generate revenue and can cause customers to question our commitment to providing responsive, quality service. Once we achieve the improvements within our division, we may help form a multidivisional team to analyze the process from the time the requisition leaves a division until the requirement is satisfied."

The team has a valuable ally: Janet Blume, manager of Employment in Corporate Services, who is helping with the fact-finding. The team will study a year's worth of personnel requisitions — over 300 in all. It will look at the approval steps, and how each helps or hinders the overall process.

McKessey says he had wanted to form a program like TQP in the division. "TQP fits right in with what we had planned to do," he says. "I've seen companies that have made this type of commitment, and they have had some great results."

'It's good to get people to talk about ways to improve the system — it breaks down organizational barriers.'

McKessey points out that those firms also use similar company-wide approaches. "The commitment has to start at the top," he says. "In order to motivate people, senior management must understand the process and be committed to a program of ongoing improvement. Then you can be the coach, be the advisor. That's the beauty of the top-down

Speaking Of Quality. *Above, Grummanites in Aircraft Systems discuss work statements. They are (clockwise from L): Dan Collins, A-6 program vice president; ODI consultant Art Geis; George Tomlinson, director - Field Operations; Don Markarian, F-14 program vice president; and Norm Lewin, senior vice president - Technical Operations. At top are Mike Ciminera, vice president - Advanced Programs, and Division President Pete Oram.*

Step By Step

Means Grumman Quality

Each Total Quality Proces action team wi every two weel work on proble solving. Initial meetings focus defining problems and reaching a consensus among group members.

Research and analysis follows, the posing of solutions, and finally, implementation and monitoring. It important that these steps are follov sequence.

Ed Hantz, director of the Total Quality Process for Grumman Corporation, expects a typical prob take six or seven of those biweekly

On Total Quality Assignments

setup of the Total Quality Process."

Tom McGrath is on the Aircraft Systems team studying the cost-estimating process. He is both senior vice president—Product Operations for that division and Grumman Corporation vice president—Aircraft Modifications and Subcontracts.

'There is no end to this effort — it will become a permanent fixture, constantly looking at ways to improve things.'

Accurate and timely cost estimates are a vital part of Grumman's daily operations, and McGrath's organizations are affected tremendously by snags in the process.

"I'm convinced we'll be a better company as a result of this program," says McGrath. "There is no end to this effort — it will become a permanent fixture, constantly looking at ways to change and improve things. We have to because the old way is not necessarily the right way any longer. Now, our way of doing business must be evaluated continually."

McGrath likes the fact that the team has gotten right down to business, rather than philosophizing about the nature of quality or engaging in free-form discussion. On July 7, the team studied records of cost estimates from departments such as engineering, integrated logistics support, and product operations. More data will be studied to assess where and when delays occur and what must be done to prevent them.

Team members will also take a critical look at deadlines. For example, some projects require a lot of engineering effort, but not much shop work, yet both areas usually get the same amount of time to prepare a cost estimate.

"We all tend to have answers before we look at all the data," says McGrath. "But my solution may only solve a piece of the problem, while creating yet another. You must have all the facts on the table, and that's what TQP does."

"Before, I tended to think of quality as getting the planes over the fence with zero defects," says McGrath. "While that's still my main concern, I now see quality encompassing everything I do — from my first meeting in the morning to the notes I take home at night."

"We're looking at the overall procurement process in Data Systems, not just purchasing," says Stuart Steele, vice president—Engineering for that division. "It includes everything from the requestor filling out a purchase order to the time it takes for the equipment to arrive. It involves many organizations in Data Systems and many interfaces with the Corporation.

"There are a great many reviews and approvals," he says. "Our action team will identify the bottlenecks and find ways to streamline the process."

This action team is headed by Howard Broderson, vice president—Business Operations. The group is studying two recent large purchases: one for a Long Island installation, and a another for the division's Huntsville, Alabama, operation.

"We have a number of locations off Long Island and we want to make sure we are serving them as effectively as possible," he says. Among those sites are the dozens of Grumman Systems Support offices. Steele says this project may eventually have spinoff projects oriented to groups such as Systems Support.

The group is talking to people who order equipment and supplies for the Engineering and Operations departments, the two largest in Data Systems. The division's purchase orders are more numerous than they used to be.

'The commitment has to start at the top. In order to motivate people, senior management must understand the process.'

Statistics are being collected on typical procurement cycle times. Attention is being paid to the users and the purchasing operation.

"We've pooled the right people on our team. We're all still learning about how the Total Quality Process will work. But it's good to get people to sit down and talk about improving the system.

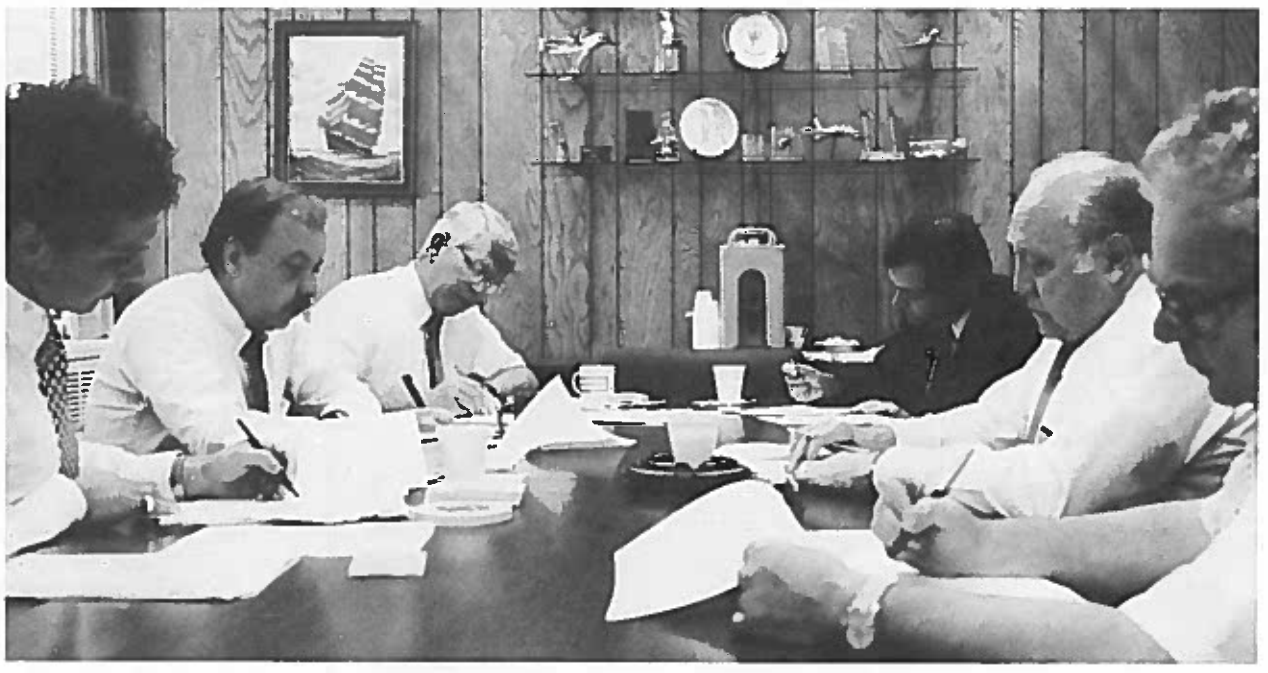
"It breaks down organizational barriers," he says.■

Details, Details. *Above, Janet Blume, manager - Employment, and Joe Stalk compare notes. At R, Ed Offenhartz reviews some pertinent information. (Photos by Rich Breunig and Bob Settles)*

meetings to solve. "Others, however, will take much longer," he says. "And in rare cases, the members may decide they've got to go back and redefine the problem."

Organizational Dynamics, Inc. (ODI) conducts the Total Quality Process training. Consultants from that firm also are now the facilitators for team meetings. "They keep things on track, guiding members through the structured problem-solving process," Hantz says.

Later this month and next month, more managers from Aircraft Systems and Data Systems will be enrolled in the training regimen. They will be followed by Corporate Services—Business Operations and Electronics Systems. Managers of the Grumman Allied, Aerostructures, and Space Systems divisions will begin their training sessions in September.



Getting Down To Basics. *A Data Systems team tackles a personnel issue. They are: Neal Braver, ODI consultant; John Loonam, director - Information Resource Management; Senior Vice President Tom McKessey; Al Picarelli, vice president - Program Management; Joe Stalk, assistant to the division president; and Ed Offenhartz, director - Strategic Planning.*

Get The Facts About Your Benefits

At the end of May, Benefacts statements were mailed to over 30,000 Grummanites. Since then, the Corporate Benefits Department has received many calls about the statement.

Here are the questions that have come up most often, along with some helpful answers.

In the projections of my estimated monthly retirement benefits, which appear on page seven of the booklet, the amounts are lower than last year's statement. Why?

The projections are only hypothetical, to provide you with a reasonable idea of what your pension checks will look like, usually far in the future.

Your projections may have gone down because the 1988 pension "break point" is higher than it was in 1987 — it goes up each year by an amount equal to the increase in the Social Security wage base. The break point is used to calculate the plan's annual accrual to your pension: the first $28,300 ($27,100 in 1987) of your base earnings is multiplied by 2.25 percent; the remainder by 3 percent. If your salary didn't increase or increased only moderately, more of your salary may be multiplied by 2.25 percent.

The important thing to remember is that these figures are only projections. "Your accrual — the amount of money you have actually accumulated to date towards your pension — always goes up for every day you work at Grumman," says John Doran, a Grumman employee benefits analyst. "This amount is also on page seven."

Why does it take so long to get my Benefacts statement?

The report is based on information about you as of January 1, 1988. The reports were mailed around May 31 — one month ahead of last year. Though statements are prepared for most Grumman groups, some parts of the company have separate payroll systems. This data must be merged with the data in the Grumman corporate payroll system before the Benefits Department can begin the leg-work leading to reports. The task is further complicated by the fact that some groups have very different pension and insurance plans.

"Furthermore, ours is a Cadillac product," says Doran. "Most companies' annual benefit statements don't provide nearly the quantity of information in the painstaking detail that ours does."

Can you change my address or birthdate — or add my spouse's birthdate?

In general, if you work for Grumman on Long Island, you must file an Employee Status Change form and submit it to Personnel Records. You can get one from your supervisor or department administrator. Send the completed form to Personnel Records, E09-GHQ. If you work off Long Island, check with your personnel or field administrator.

"I didn't get a Benefacts report" or "I lost mine — may I get another?"

If the post office can't deliver your Benefacts statement, it is normally returned to the Benefits Department. At that point, it is mailed to you via interoffice mail.

With a print run of 30,000, it's expected that some reports get destroyed in the process. So about 200 reports didn't go out this year. The printer keeps a computer log of what gets printed and what doesn't; the damaged reports will be reprinted and mailed.

Sorry: if you lose your statement, you cannot get another. The reports are printed under contract in bulk — the unit cost to print one would be exhorbitant.

Are the Social Security estimates included in my report accurate?

Social Security calculations require an individual's full work history earnings. If you are under age 50, it is just an estimate — your current salary is projected backwards in time to create a reasonable estimate of what your career earnings might be. If you are age 50 or beyond, Corporate Benefits sends you a card every two years. This card asks for your permission to obtain Social Security records of your actual earnings history.

"If we have that data, we're confident the Benefacts gives you a very reasonable estimate," says Doran.

Why did the estimated Grumman cost of benefits go down for me from last year to this year?

Each year Grumman pays a different percentage of its payroll toward the cost of your benefits. This percentage is derived from the sum of individual components such as medical, dental, life insurance, pension, and investment plan.

One of the main elements, the Employee Investment Plan, has gone down. The company matching contribution to the EIP is based on company performance. The match had been at 100 percent as recently as December of 1985. Since that time, the match has gradually declined to its present 50 percent.

What are the Level Income Supplement and Pop-Up Options?

The level income supplement is offered if you are pension eligible and retire before age 62. Because you don't receive Social Security until that time, Grumman will supplement your pension if you wish in order to make an early retirement possible. Beginning at age 62, you have to pay this supplement back: once your Social Security payments begin, your pension is reduced.

The pop-up option is for the pensioner with a spouse - beneficiary. With a pop-up option, your monthly check is reduced slightly while your spouse is alive. If your spouse dies before you, your monthly pension "pops up" to the full straight life benefit, which will then cease upon your death. ■

Finishing Touches. *At Emergency Products' Vinton, Virginia, facility, Tommy Howell helps build a Grumman AerialCat fire truck for the Iowa City, Iowa, Fire Department. He is drilling holes to accommodate labels for the truck's pump handles.*

Learn A Life-Saving Skill

This fall, a course in cardiopulmonary resuscitation (CPR) will be offered at five Long Island sites by Grumman's Medical Department.

Participants will be given an overview of the cardiac and respiratory functions, demonstration of CPR technique, and a written exam. Certification will be issued through the American Heart Association. This is not a recertification class.

Enrollment is limited to active employees. You must respond by filling out the coupon by August 1. For further information, call Ada Colter, (516) 575-3723. ■

CPR Training

Name .....

Badge No. ..... **Mail Stop** .....

Phone No. .....

Please circle preferred date:

Bethpage —	September 12	Melville —	October 10
	September 19	Great River —	October 17
	September 26	Calverton —	October 24
Woodbury —	October 3		October 31

Mail to: Ada Colter, C08-GHQ

People

Second To One

The award is named for the late Senator Henry Jackson and the Grumman Intruder. It's given for leadership. It's rarely won by a civilian.

Bruce Van Tassell became only the second civilian in 18 years to win the Senator Henry M. Jackson Intruder award, which is annually awarded by the Oak Harbor Area Council of the Navy League to a member of the Intruder community. Bob McNeill — also a Grummanite — was the other civilian winner.

Van Tassell, Grumman's site manager at the Whidbey Island Naval Air Station, is past president and campaign chairman of the United Way of Island County, and was honored as volunteer of the year in 1987. He's also a board member of the Navy League, the Oak Harbor Rotary Club, Whidbey Playhouse and a member of the Oak Harbor Planning Commission.

A Good Neighbor. *Aircraft Systems President Pete Oram (R) congratulates Grummanite Rose Hobbins. She received a Nassau County citation for her years of civic work.*

The Winner Is...

Joan Lavis, an administrative assistant in the Plainsboro, New Jersey, office of the Space Systems Division, is the winner of the June '88 quarterly Travel Reservation Incentive Program (TRIP) drawing.

Lavis saved the company money when she booked a business trip for an engineer in her office. She wins a trip for two to the Miami Airport Hilton and Marina Hotel. Her prize includes airfare, hotel, a rental car and $100 spending money.

Getting Things Done

When Rose Hobbins ran into a traffic light problem years ago, who knew it would mean a citation in 1988?

Nassau County finally caught up with Hobbins and honored her for many years of work in civic and community organizations. She also received a "Community Spirit" award from the Chamber of Commerce of the Massapequas.

"I'd like to say it's nothing, but I can't. I'm thrilled," says Hobbins, who has been with Grumman for three years. She started as an executive secretary and now does administrative work in Configuration Data Management in Melville.

Her first brush with solving community problems occurred when she worked to get a traffic light installed at a neighborhood intersection. Later, Hobbins helped found the North Massapequa Civic Association, of which she is now president. Her questioning of whether New York State oversees the sale of state-owned school property led to the passage of law that bears her name.

Hobbins has also been a Scout leader, and is active in her local church and other organizations.

Thankful County. *Former Vice Chairman Will Bischoff (second L) received a Nassau County citation honoring him for his work as a trustee of Polytechnic University in Farmingdale, Long Island. It was presented to him at a campus dinner given on June 6 for the 1988 graduates of the university. Nassau County Executive Thomas Gulotta (second R) made the presentation with North Hempstead Town Supervisor John Kiernan (R) and James Conti, Polytechnic's Long Island campus director.*

Retiree Obituaries

Albert A. Behonick of 131 Monell Ave., Islip, N.Y., died June 6, 1988. He retired in 1977.

Martin Bloch of 2800 Indian River Blvd., Vero Beach, Florida, died May 4, 1988. He retired in 1968.

Louis A. D'Angiolillo of 11 Wyandotte La., East Islip, N.Y., died May 15, 1988. He retired in 1987.

Ferdinand Deamario of 27 Talmage La., East Hampton, N.Y., died May 26, 1988. He retired in 1975.

George B. Duncan of 22 North Dr., Valley Stream, N.Y., died May 18, 1988. He retired in 1979.

Patrick Foley of 34 Myers Ave., Hicksville, N.Y., died May 30, 1988. He retired in 1972.

Arthur P. Giovagnoli of 3 Ford Pl., Dix Hills, N.Y., died May 30, 1988. He retired in 1976.

Francis N. Heafy of 6040 NW 59th Ct., Ocala, Florida, died May 31, 1988. He retired in 1969.

Anna M. Koch of 14719 Millspring Dr., Chesterfield, Missouri, died May 22, 1988. She retired in 1983.

Archie MacGregor of 9 Doral Villa, Clearwater, Florida, died May 21, 1988. He retired in 1976.

John J. Malley of 790 Conn View Dr., Oyster Bay, N.Y., died May 23, 1988. He retired in 1974..

Thomas W. Markley of 8917 Sugarbush Path, Homosassa, Florida, died May 25, 1988. He retired in 1974.

Victor Matuza of 39 Colony St., Hicksville, N.Y., died June 12, 1988. He retired in 1977.

James L. Miller of 12 Fire Road Dr., Bay Shore, N.Y., died May 25, 1988. He retired in 1977.

William A. Moran of 5 Julian St., Hicksville, N.Y., died June 8, 1988. He retired in 1977.

Henry J. Morawski of 7 Forest Dr., Plainview, N.Y., died May 28, 1988. He retired in 1974.

Armando Murana of 128 Beach 115 St., Rockaway Park, N.Y., died April 30, 1988. He retired in 1973.

John North of Apartado 35, PTO St. Maria, Cadiz, Spain, died June 1, 1988. He retired in 1972.

Quentin F. O'Brien at P.O. Box 681, Gouldsboro, Pennsylvania, died May 21, 1988. He retired in 1977.

Michael N. Pfeiffer of 11 Pinebrook Rd., Monsey, N.Y., died May 12, 1988. He retired 1976.

John J. Powles of 98 West 19th St., Huntington Station, N.Y., died June 15, 1988. He retired in 1971.

David G. Reid of 6 Briarfield La., Huntington, N.Y., died June 6, 1988. He retired in 1987.

Walter Rohback of 3126 Dragon La., Wantagh, N.Y., died May 29, 1988. He retired in 1986.

John Simonetti of 311 Rockaway Pkwy., Valley Strean, N.Y., died May 21, 1988. He retired in 1986.

John A. Smith at P.O. Box 852, Charlestown, New Hampshire, died June 2, 1988. He retired in 1977.

Harold R. Snappenberg of 8 Dante Pl., Amityville, N.Y., died May 24, 1988. He retired in 1973.

August Walsky of 2116 Ardley Rd., Juno Isles, Florida, died June 9, 1988. He retired in 1977.

Readership Survey

We don't want to do all the talking. We'd like to know what you think about the things you see in these pages. Your comments, suggestions and complaints are welcomed. Please take a few minutes and give us your opinions.

Article	Great	Good	Poor	Didn't Read
A-6E (P. 1)	☐	☐	☐	☐
United Way (P. 3)	☐	☐	☐	☐
Total Quality Process (P. 4-5)	☐	☐	☐	☐
People (P. 7)	☐	☐	☐	☐
Chairman's Letter (Back Cover)	☐	☐	☐	☐

Suggestions For Future Articles:.....

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Mail to: Grumman World, A22-GHQ
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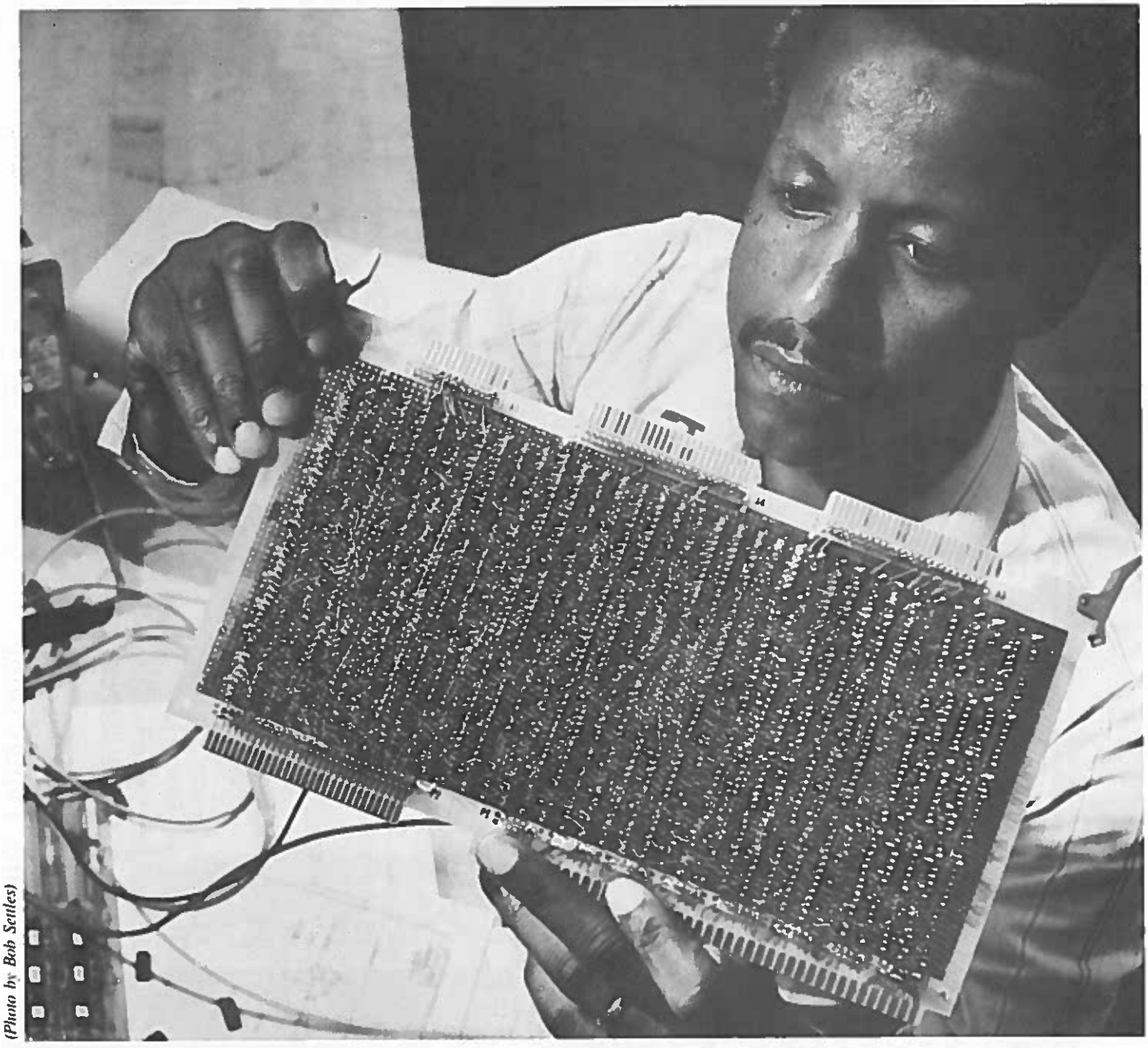
GrummanWorld

July 22, 1988



(Photo by Bob Settles)

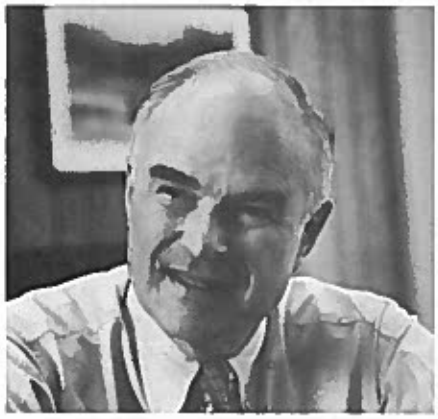
Going Over Board

Joe Mackie is a technician in the Electronics Test department of the E-2C Lab. The lab is located in Building 14, the William T. Schwendler Engineering Development Center in Bethpage.

Mackie is troubleshooting one of the eight printed circuit boards in the Passive Detection System Interface Simulator. The simulator is used to develop software for the passive detection system aboard Grumman's E-2C Hawkeye.

With a monitoring capability greater than radar, the system alerts the E-2C's crew of a transmitted signal, its type and classification. The range of the emitter can also be determined.

A Letter From The Chairman



For the past few months, these letters have been about Grumman divisions — how they work together, and the role that each one plays in the life of the corporation.

But we have some things that don't fit quite so neatly into divisions, things that cross divisional lines, or parts of divisions that do certain jobs. Since this is my last letter on this topic — in fact, this is my last letter as chairman — I don't want to leave anybody out, even if it means mixing apples and oranges.

A large part of our Technical Services Division supports our products in the field. We have Field Operations people at Navy bases and on aircraft carriers all over the world, making sure that our planes are ready to do the job they were built to do. These Grummanites are also supporting trainers, simulators, test equipment, non-Grumman airplanes — providing a broad range of services to assure operational readiness. To our customers in the field, these representatives are Grumman.

The Office of Corporate Technology provides oversight for all technology resources in our company. It consists of five directorates: Corporate Development Centers, the Corporate Research Center, Engineering, Technology Development, and Advanced Concepts. The Office of Corporate Technology brings all the company's technology assets into focus at the corporate level, and touches all divisions. This organization is responsible for taking Grumman into the next century and beyond.

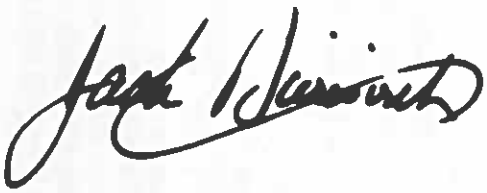
Within the loosely structured organization known as Corporate Services are still more people whose work cuts across all lines. Often, they work side by side with their counterparts in the divisions. Within the Business Operations group are people who handle contracts for all our programs; they work in planning, control and budgets, scheduling, cost estimating, business management and analysis and many other areas. They provide the skills we need to manage our business imaginatively and effectively. The Corporate Procurement people help Grumman buy the best materials at the best price; their work often plays the key role in determining a job's profitability.

Without the hard work of dozens of groups within Personnel and Administrative Operations, the whole company could come to a sputtering halt. They provide food for thousands of us every day, keep our facilities clean and in good working order, patch us up when we get hurt on the job, move mail and materials, process forms, copy documents, train us, keep track of our records and make sure we get our paychecks on time. They handle thousands of people problems every single day.

Well, I started off by saying that I didn't want to leave anybody out — but I'm sure that I must have. In an organization as large and complex as ours, it's practically inevitable.

I retire as chairman with mixed feelings; it's tough to leave a job that you love. But I feel lucky to leave a company that is working so well, a company that has such an encouraging future. Over the years I have watched Grumman struggle and grow and mature. I am proud of the company we have built together, and I will remember my years here with affection, pride and gratitude.

With all sincerity,



Jack Bierwirth

Note: Jack Bierwirth talks more about his years at Grumman and about what he plans to do next in the upcoming issue of Grumman World, August 5.

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